

Minutes of the Personnel Committee

Tuesday, December 7, 2004

Chair Paulson called the meeting to order at 1:00 p.m.

Present: Supervisors Duane Paulson (Chair), Jim Jeskewitz, Bonnie Morris, Bob Thelen, Tom Bullermann, Genia Bruce, and Jeff Morris.

Also Present: Legislative Policy Advisor Dave Krahn, Employment Services Manager Sue Zastrow, Employee Benefits Administrator Pete Hans, Labor Relations Manager Jim Richter, Senior Financial Analyst Mike Baniel, Corporation Counsel Tom Farley, Principal Assistant Corporation Counsel Steve Schmitz, and Risk Management Administrator Laura Stauffer.

Approve Minutes of 11-16-04

MOTION: Jeskewitz moved, second by Thelen to approve the minutes of November 16. Motion carried 7-0.

Schedule Next Meeting Dates

January 4th

Chair's Executive Committee Report of 12-6-04

Paulson advised of the following issues discussed at the last Executive Committee meeting.

- Ordinance 159-O-083 entitled "Authorize Member Services Agreement with the Wisconsin Local Government Telecommunications Coalition" was withdrawn by Department of Administration staff after it was unanimously defeated.
- Heard a status update on Telecommunications Environmental Upgrade capital project. It is now with the consultant.
- Approved Ordinances 159-O-084 entitled "Modify the 2004 Budget for Community Development Block Grant (CDBG) and Home Investment Partnership (HOME) Programs," 159-O-085 entitled "Approve the Acceptance of Additional Disaster Recovery Initiative Grant Funds", and 159-O-093 entitled "Amend the Waukesha County Code to Include Provisions Pertaining to the Department Emergency Preparedness."
- Approved the appointment of Richard Tuma as the Director of Emergency Preparedness.
- Any e-mail received by supervisors on the Aurora issue may be sent to Chief of Staff Lee Esler for archiving.

159-O-091: 2005 Rates of Pay for Seasonal and Temporary Classifications

Zastrow discussed this ordinance which involves increasing wage rates 2% for most seasonal and temporary positions. The Lifeguard positions are being increased 6% and Aquatic Supervisors, Assistant Head Lifeguards and Head Lifeguards will increase 8%. Zastrow noted the larger increases are necessary to stay competitive. Zastrow said no increases were given to these employees last year so we're in a situation where we have some catch up to do in the lifeguard area. Jeskewitz asked if we've had difficulty filling the lifeguard positions whereby Zastrow said yes.

MOTION: B. Morris moved, second by J. Morris to approve ordinance 159-O-091. Motion carried 7-0.

B. Morris left the meeting at 1:10 p.m.

159-O-090: Approve Changes for Non-Represented Employees' Salary and Benefits in 2005

Hans, Richter, and Zastrow were present to discuss this ordinance which provides across-the-board increases of 3% for those employees in Ranges S-1 through S-8, Non-04, and Non-05. Across-the-board increases of 2% will be applied to Step Ranges S-9 through S-11 Open Ranges 0-8 through 0-23, Information Systems Ranges IS-1 through IS 16, Step Ranges Non-01 through Non-03, and Tmp-32. Other proposed provisions of the ordinance are as follows.

Effective June 25, 2005 the following modifications will be made to the non-represented employee compensation system. An across-the-board increase of 1% will be applied to Step Ranges S-9 through S-11, Open Ranges 0-8 through 0-23, Information Systems Ranges IS-1 through IS-16, Step Ranges Non-01 through Non-03, and Tmp-32.

Effective July 1, 2005, modify the Point-of-Service Health Insurance Plan In-Network benefit design by adding a fourth tier to the current three-tier prescription drug benefit to include \$100 monthly co-payment for high cost prescription medications.

Effective January 1, 2005, modify the non-represented and elected official group life insurance benefit by adjusting the benefit limit from \$185,000 to \$250,000.

Effective January 1, 2005, discontinue the County's annual \$100 contribution into employee's Health Care Reimbursement accounts and increase the County's annual contribution into employee's Post Employment Health Plan accounts by \$100. Hans said staff did not think this was a good plan design, administratively, and thus the change which he explained further.

MOTION: Thelen moved, second by Bruce to approve ordinance 159-O-090. Motion carried 6-0.

B. Morris returned at 1:20 p.m.

Announcements

Hans said their work with the retirees on their health insurance was a success. They accomplished their objective which was to eliminate the county subsidy to the retiree health insurance plan and yet provide more flexibility to the retirees in their choice of health insurance plans. In addition, spouses of deceased employees are now allowed to stay in the plan as long as one is offered by the County. Hans said they have rewritten their policy to include this change which he will bring before the committee for review at a future meeting.

159-O-089: Extension of Time Period for Retention Payments to Telecommunicators Transitioning to County Employment

Richter said this ordinance is an extension of one already adopted by the County Board as a result of the consolidated communications operations. Richter said our plan was to be fully consolidated before the end of 2004 which means the Brookfield and the LACS dispatchers would have become County employees this calendar year. The previously adopted ordinance

stated if the transitioning dispatchers completed their probationary training period and were hired before December 15, 2004 they would be eligible for a \$500 retention payment. Richter said because of some issues and because the group won't be here until January, they obviously can't provide the retention payment. Therefore, this ordinance extends the deadline of the previously adopted ordinance for those individuals who commence employment with the County as of January 1, 2005, basically an extension of two weeks.

MOTION: Jeskewitz moved, second by Bullermann to approve ordinance 159-O-089. Motion carried 7-0.

159-O-088: Approve Intergovernmental Agreement for Waukesha County Communications Employees with City of Brookfield

Farley discussed this ordinance as outlined. Because the full transfer and implementation of the Public Safety Answering Point to the Waukesha County Communications Center will be delayed for a period of not more than 90 days, it is necessary for the County to commence operations for a short period of time at the Brookfield facility. Sufficient funds have been appropriated in the County's 2004 budget for the hiring of the employees to do the dispatching services for the City of Brookfield. Farley went on to briefly review the intergovernmental agreement.

MOTION: Bullermann moved, second by Thelen to approve ordinance 159-O-088. Motion carried 7-0.

Closed Session

MOTION: J. Morris moved, second by Jeskewitz to go into closed session at 1:41 p.m. in accordance with Section 19.85 (1)(g) Wis. Stats. for the purpose of conferring with legal counsel regarding strategy with respect to litigation in which the County is involved (Dearth vs. Waukesha County), and to approve the closed session minutes from previous meeting(s) not relating to collective bargaining. The committee remained in closed session in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues, and to approve the closed session minutes of previous meeting(s) relating to collective bargaining. Motion carried 7-0.

Bullermann left at 2:10 pm.

MOTION: B. Morris moved, second by Bruce to return to open session at 2:30 p.m. Motion carried 6-0.

MOTION: Thelen moved, second by J. Morris to adjourn at 2:31 p.m. Motion carried 6-0.

Recorded by Mary Pedersen, Legislative Associate.

Respectfully submitted,

Bonnie J. Morris
Secretary